

## Message Text

UNCLASSIFIED

PAGE 01 JAKART 01133 260421Z  
ACTION SS-15

INFO OCT-01 EA-12 ISO-00 AID-05 PER-05 MMO-04 /042 W  
-----019477 270012Z /75

R 260241Z JAN 78  
FM AMEMBASSY JAKARTA  
TO SECSTATE WASHDC 6392

UNCLAS JAKARTA 1133

EO 11652: NA  
SUBJ: AFFIRMATIVE ACTION PLAN FOR EEO

REF: 77 JAKARTA 16577

1. THE FOLLOWING PROPOSAL IS RESPONSIVE BOTH TO AID/W REQUEST FOR  
USAID AFFIRMATIVE ACTION AND TO 1977 AND PRIOR YEARS EVALUATION PANEL  
RECOMMENDATIONS FOR OFFICER TRAINING.

2. MISSION REQUESTS AID/W FOR CEILING RELIEF BY ASSIGNING EMPLOYEE  
TO TRAINING COMPLEMENT, SUCH AS IDI, AND FOR APPROVAL TO PROVIDE  
ADMINISTRATIVE AND GSO TRAINING TO MS LENA GURLEY. TRAINING OF SIX  
TO TWELVE MONTHS WOULD BE ROTATIONAL IN JAO IN FOLLOWING AREAS:  
CONTRACTING/PROCUREMENT, REAL PROPERTY, BUILDING MAINTENANCE,  
PROPERTY ACCOUNTING AND WAREHOUSING, TRANSPORTATION AND SHIPPING,  
PERSONNEL, AND B&F. SHE WOULD ALSO SPEND SOME TIME IN THE USAID  
MANAGEMENT OFFICE.

3. ABOVE PROPOSAL MUTUALLY BENEFICIAL TO MISSION AND EMPLOYEE. THE  
EMPLOYEE ALREADY HAS KNOWLEDGE OF USAID ACTIVITIES, MANY AGENCY AND  
MISSION MANAGEMENT REGULATIONS, HAS S-2 INDONESIA LANGUAGE  
CAPABILITY, AND SHORTLY WILL COMPLETE REQUIREMENTS FOR BS DEGREE  
IN BUSINESS ADMINISTRATION. ADDITIONALLY, EMPLOYEE HAS NEARLY  
13 YEARS SERVICE WITH AID AND CONSISTENTLY HAS HELD POSITIONS OF  
GREATER RESPONSIBILITY. THE PROPOSED TRAINING WOULD GIVE  
EMPLOYEE EXPERIENCE IN A JAO AND USAID THAT ENCOMPASS THE  
FULL RANGE OF ADMINISTRATIVE MANAGEMENT ACTIVITIES. AFTER COM-  
UNCLASSIFIED

UNCLASSIFIED

PAGE 02 JAKART 01133 260421Z

PLETION OF FIELD TRAINING, EMPLOYEE COULD BE ASSIGNED TO AID/W  
FOR COMPLETION OF TRAINING OR APPROPRIATE ASSIGNMENT.

4. MISSION FEELS EMPLOYEE QUALIFIED FOR, AND IF THIS PROPOSAL  
ACCEPTED, RECOMMENDS CONVERSION TO FSRL.

5. WHILE MINDFUL OF CEILING AND BUDGETARY CONSTRAINTS FOR THE

REMAINDER THIS FY, WE FEEL THIS INNOVATIVE PROPOSAL IS ECONOMICALLY FEASIBLE, CAN BE QUICKLY IMPLEMENTED, PROVIDE EARLY BENEFITS TO AGENCY AND EMPLOYEE, AND WOULD HELP IMPROVE MORALE AMONG STAFF EMPLOYEES.

6. C&R SUPERVISOR REPLACEMENT WILL BE REQUIRED BEFORE TRAINING COULD BEGIN.  
MASTERS

UNCLASSIFIED

NNN

## Message Attributes

**Automatic Decaptioning:** X  
**Capture Date:** 01 jan 1994  
**Channel Indicators:** n/a  
**Current Classification:** UNCLASSIFIED  
**Concepts:** DISCRIMINATION, EMPLOYMENT  
**Control Number:** n/a  
**Copy:** SINGLE  
**Draft Date:** 26 jan 1978  
**Decaption Date:** 01 jan 1960  
**Decaption Note:**  
**Disposition Action:** n/a  
**Disposition Approved on Date:**  
**Disposition Case Number:** n/a  
**Disposition Comment:**  
**Disposition Date:** 01 jan 1960  
**Disposition Event:**  
**Disposition History:** n/a  
**Disposition Reason:**  
**Disposition Remarks:**  
**Document Number:** 1978JAKART01133  
**Document Source:** CORE  
**Document Unique ID:** 00  
**Drafter:** n/a  
**Enclosure:** n/a  
**Executive Order:** N/A  
**Errors:** N/A  
**Expiration:**  
**Film Number:** D780039-0928  
**Format:** TEL  
**From:** JAKARTA  
**Handling Restrictions:** n/a  
**Image Path:**  
**ISecure:** 1  
**Legacy Key:** link1978/newtext/t19780120/aaaaaqwr.tel  
**Line Count:** 70  
**Litigation Code IDs:**  
**Litigation Codes:**  
**Litigation History:**  
**Locator:** TEXT ON-LINE, ON MICROFILM  
**Message ID:** 4a4509e0-c288-dd11-92da-001cc4696bcc  
**Office:** ACTION SS  
**Original Classification:** UNCLASSIFIED  
**Original Handling Restrictions:** n/a  
**Original Previous Classification:** n/a  
**Original Previous Handling Restrictions:** n/a  
**Page Count:** 2  
**Previous Channel Indicators:** n/a  
**Previous Classification:** n/a  
**Previous Handling Restrictions:** n/a  
**Reference:** 77 JAKARTA 16577  
**Retention:** 0  
**Review Action:** RELEASED, APPROVED  
**Review Content Flags:**  
**Review Date:** 04 mar 2005  
**Review Event:**  
**Review Exemptions:** n/a  
**Review Media Identifier:**  
**Review Release Date:** n/a  
**Review Release Event:** n/a  
**Review Transfer Date:**  
**Review Withdrawn Fields:** n/a  
**SAS ID:** 3711485  
**Secure:** OPEN  
**Status:** NATIVE  
**Subject:** AFFIRMATIVE ACTION PLAN FOR EEO  
**TAGS:** SHUM, ID  
**To:** STATE  
**Type:** TE  
**vdkgvwkey:** odhc://SAS/SAS.dbo.SAS\_Docs/4a4509e0-c288-dd11-92da-001cc4696bcc  
**Review Markings:**  
Sheryl P. Walter  
Declassified/Released  
US Department of State  
EO Systematic Review  
20 Mar 2014  
**Markings:** Sheryl P. Walter Declassified/Released US Department of State EO Systematic Review 20 Mar 2014